



Supporting Health Care Workers

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What is “Working Well”?

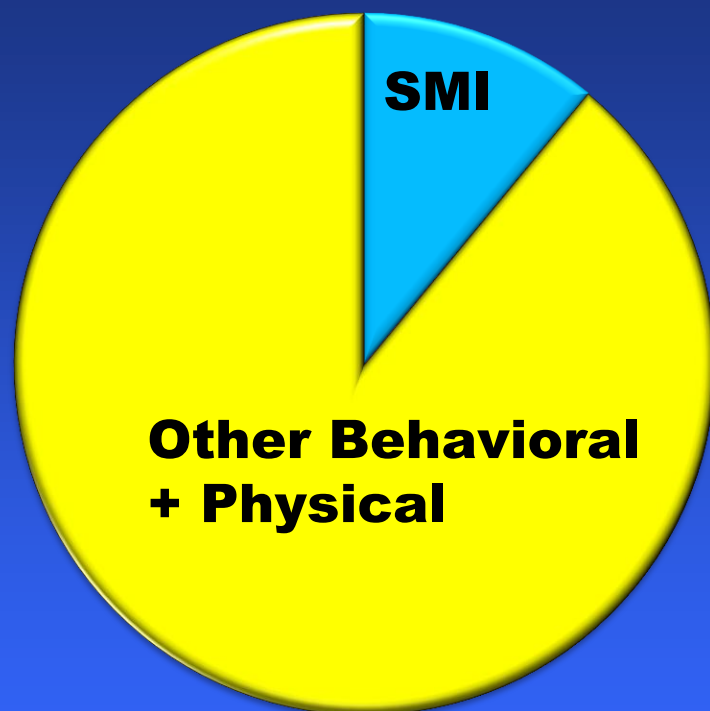


- The Texas Demonstration to Maintain Independence and Employment (DMIE)
- One of the largest DMIE studies
- \$22.1 million federal grant
- Partnership with Harris County Hospital District, which provides in-kind match
- University of Texas at Austin is independent evaluator and operates the data system.

Who is “Working Well”?



Diagnoses



- Adults (21 – 60) with
 - **Severe mental illness** (schizophrenia, bi-polar disorder, major depression) – **11%**,
 - or
 - **Major physical conditions** (e.g., diabetes, heart disease, MS, etc.) **PLUS** a behavioral health condition (depression, etc.) – **89%**

Interventions



- No co-payments for services
- Preventative and restorative dental treatment
- Improved access to outpatient mental health services (expedited office or outpatient visits)
- Community-based chemical dependency treatment services (full complement)
- Expanded Durable Medical Equipment
- Enhanced psychological and neuropsychological assessments

Case Management



- Master's Level Vocational Counselors and RNs
- Individual planning for life and health issues
- Advocacy, direct services, motivational interviewing, coordination and intervention
- Connecting to community resources
- Employment/Vocational Supports

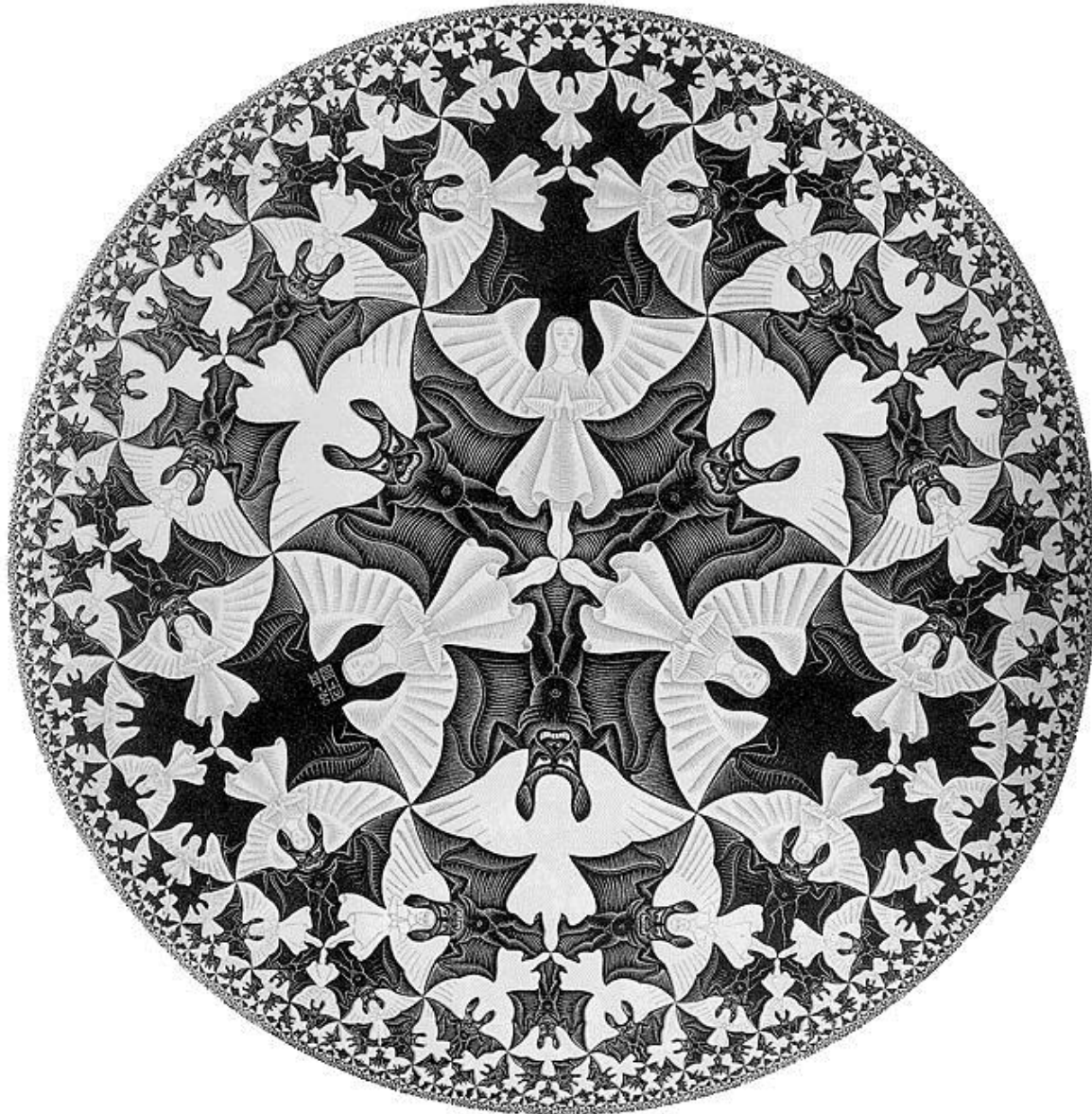
Low Income



- 30% are below the SSI income limit
- 89% are below the HCBS income limit
- 95% are too poor to buy their own insurance

Federal Poverty Level (FPL)	Percent at or Below FPL
73% (SSI Level)	30%
100%	48%
219% (HCBS Level)	89%
250%	95%

Looking Closer...



Working Well Job Categories

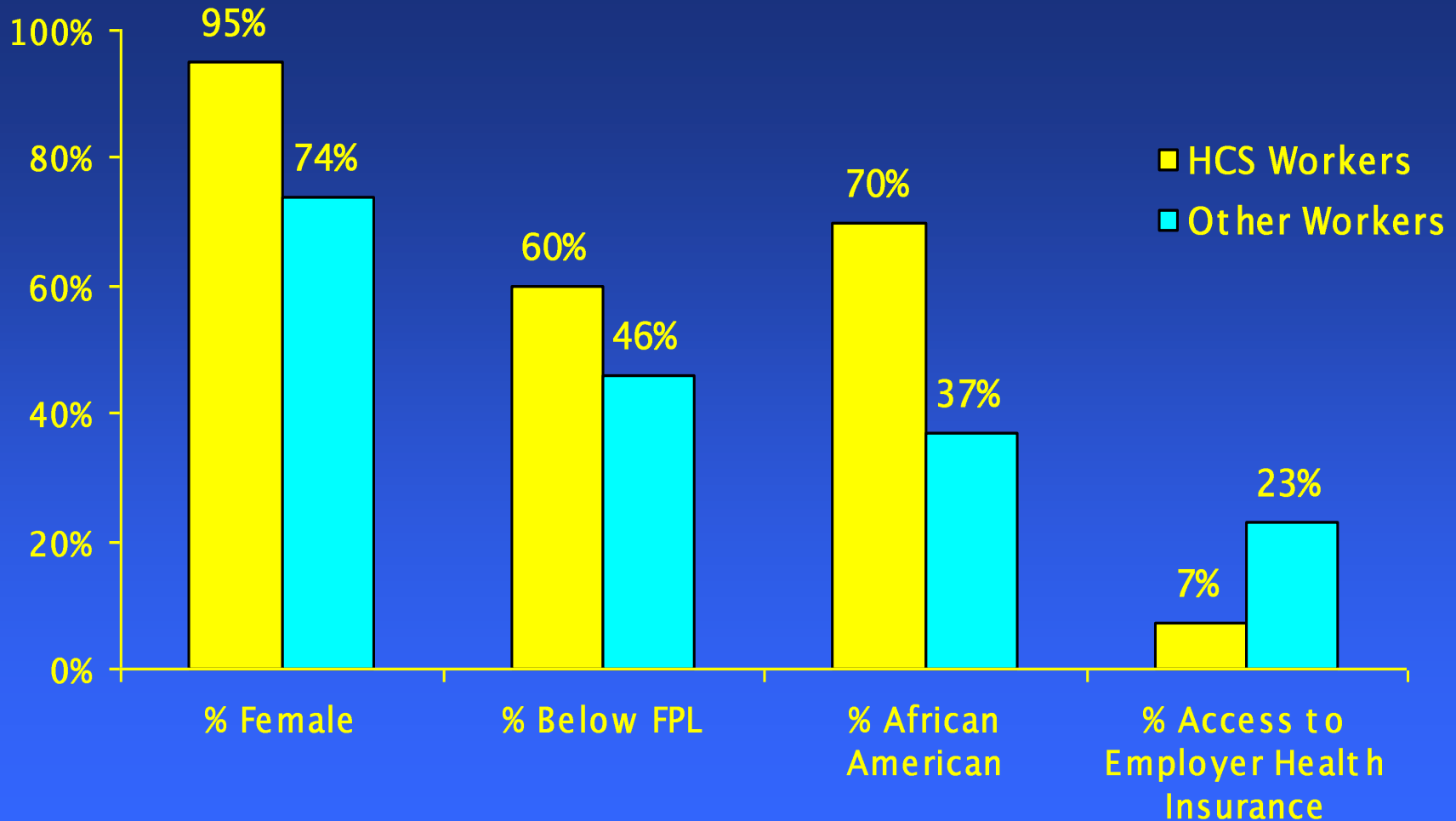
Most Common Jobs



Health Care Support Workers

- Largest job group in *Working Well* (14%)
- Includes:
 - personal care attendants
 - home health workers
 - nursing aides, and
 - nursing facility workers

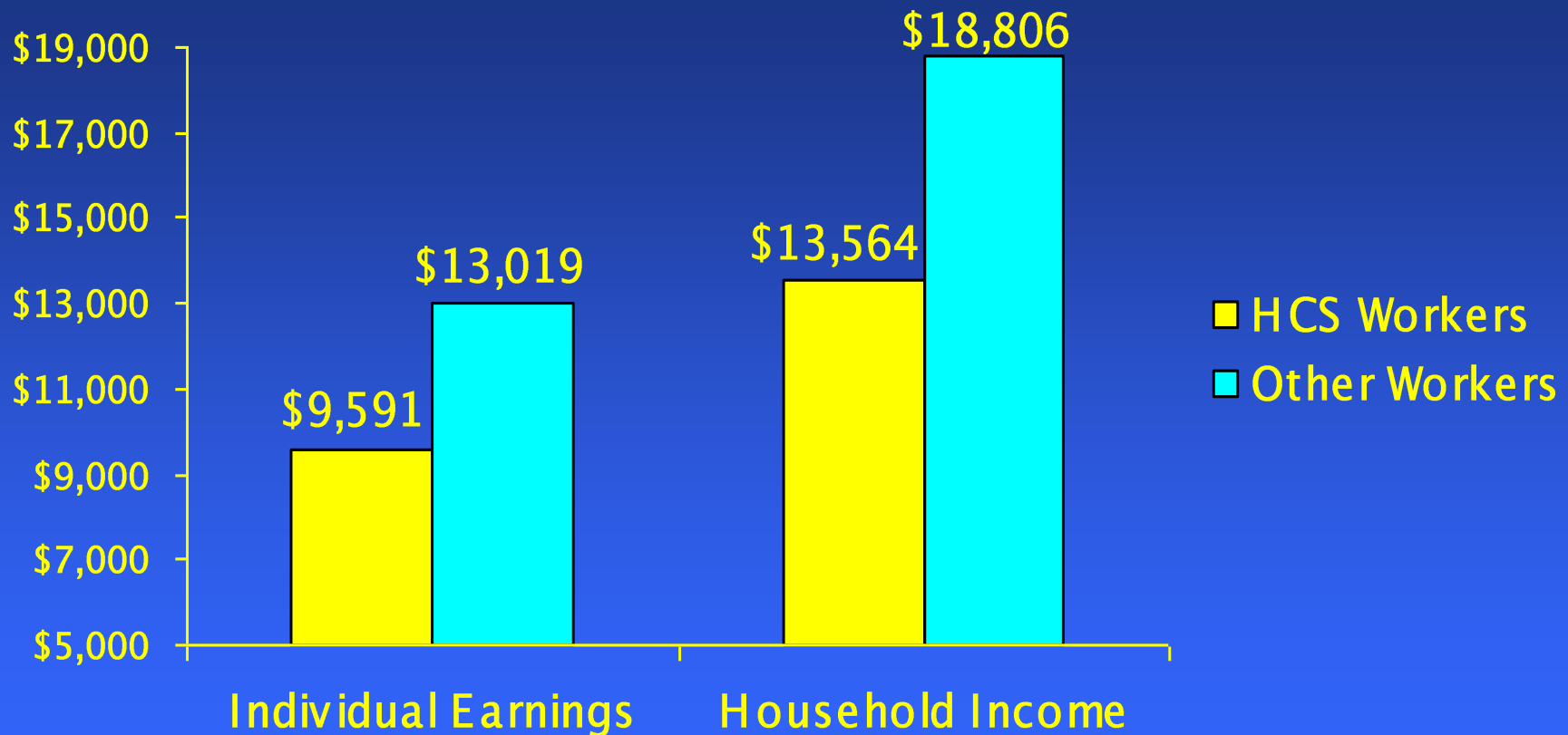
Health Care Worker Disparities



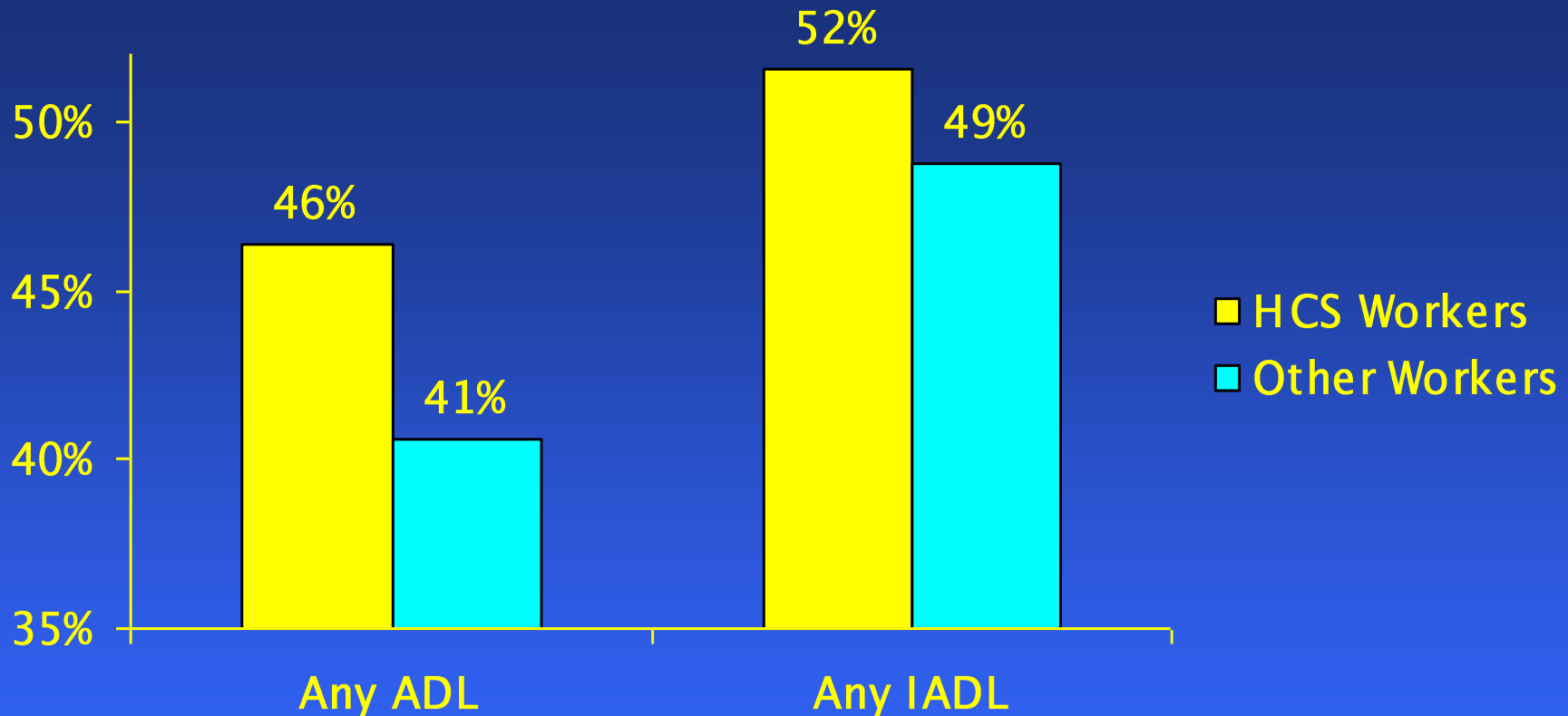
Income Disparities



Baseline Earnings / Income



Functional Disparities



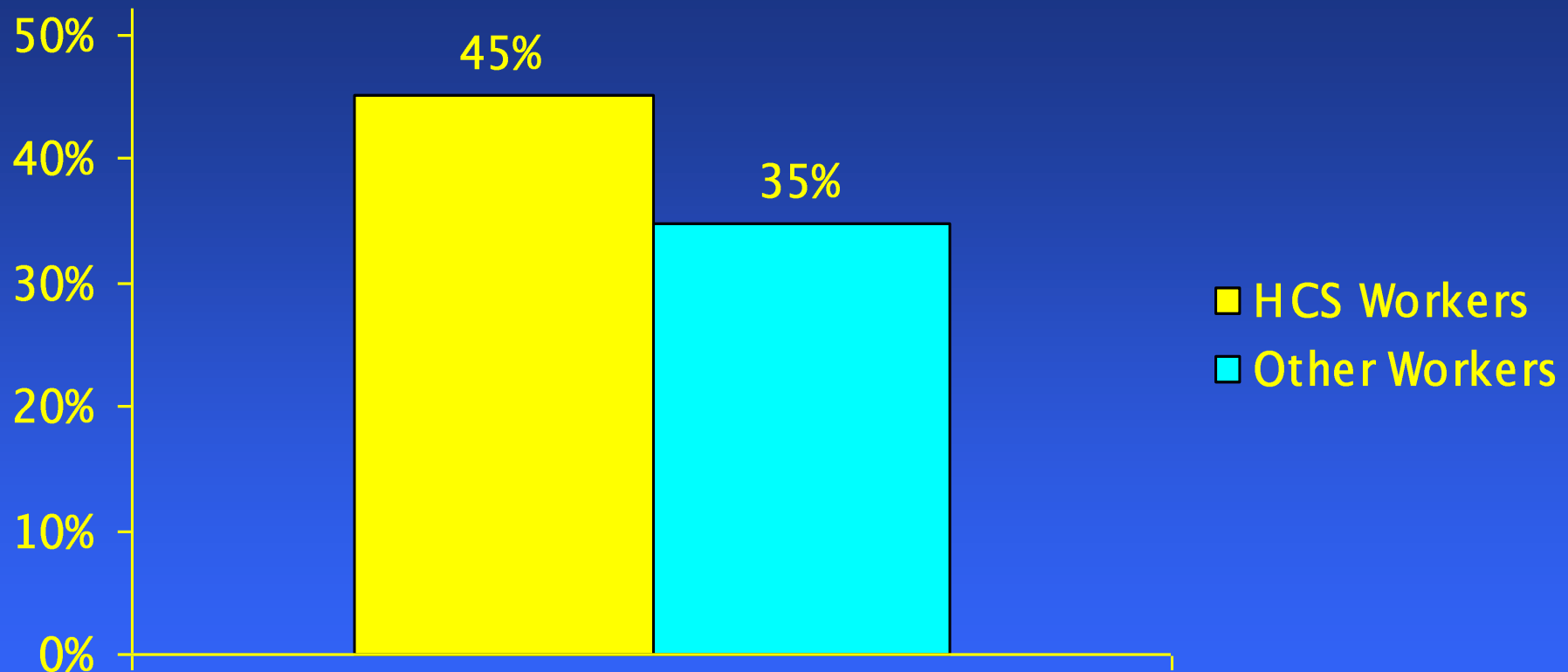
ADLs: assess difficulties with: Bathing; Dressing; Eating; Getting in/out of bed; Walking; Getting Outside; Toileting

IADLs: assess difficulties with: Meal Preparation; Grocery Shopping; Money Management; Using Telephone; Heavy Housework; Light Housework; Getting to Places Outside Walking Distance; Managing Medications

Disparities in Dependence



Past Use of Public Assistance



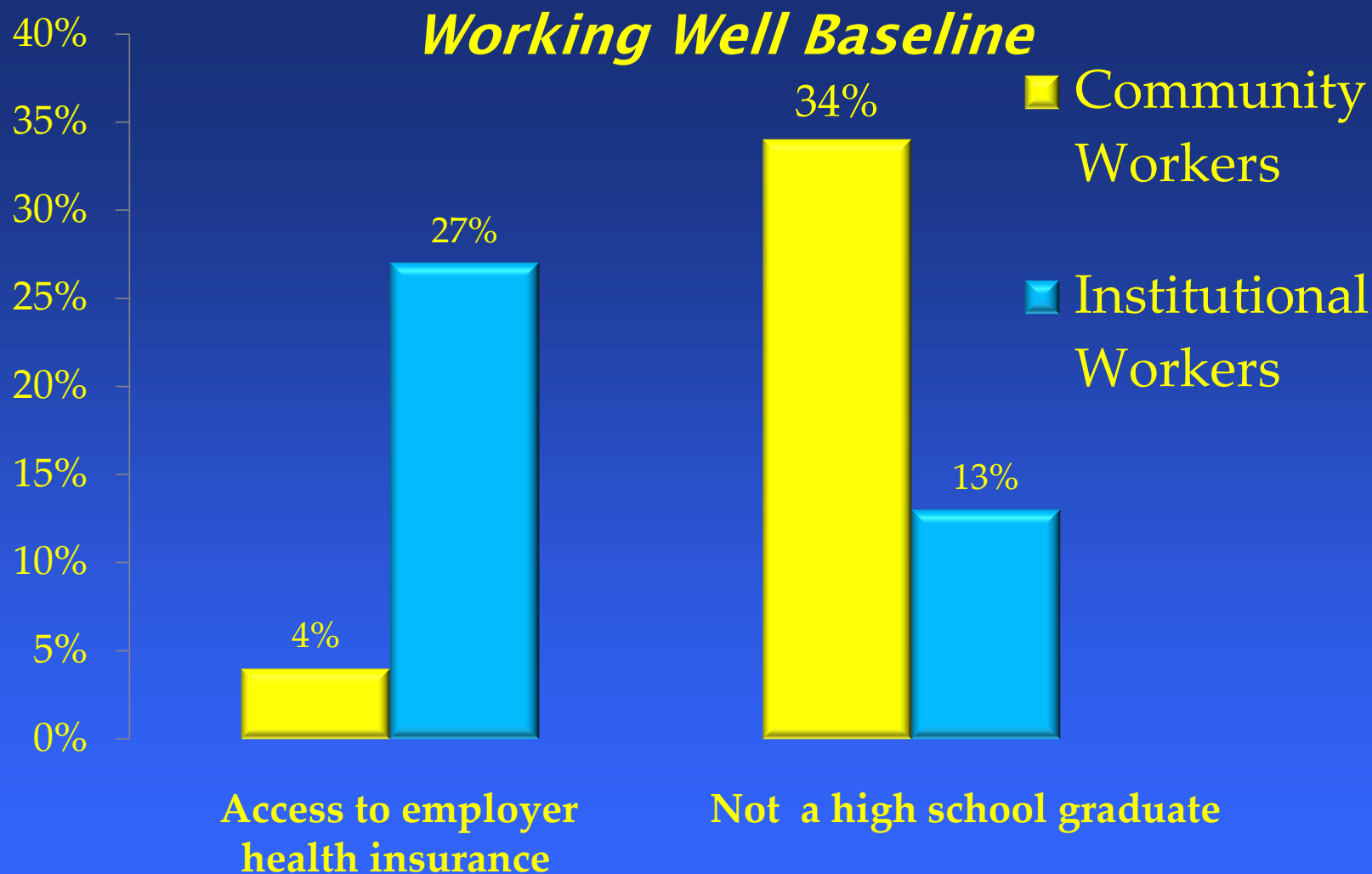
Assistance includes TANF, food stamps, subsidized housing, Medicaid, vocational rehab or unemployment

Health Issues



Self-reported Health Issue	HCS Workers	All Participants
High Blood Pressure	65%	57%
Depression	53%	51%
Chronic Back/Neck Pain	54%	45%
Arthritis or Rheumatism	55%	42%
Anxiety Disorder	33%	32%
Obesity	34%	30%
Diabetes	28%	29%

Home vs. Institutional Workers



HCS Worker Motivation



- Work an average of 29 hrs/wk
- 31% work full time or more
- 90% have strong desire to continue working (positive work goals)
- Motivation is equally strong for the HCS participants with severe mental illness (11% of HCS workers)

Barriers to Independence



- Medical care can be difficult for workers to access (wait times, distances)
- Lack of benefits- health care, leave, career ladder
- Cost of transportation to work may exceed pay
- Lack of confidence / skills to advocate better working conditions and pay
- Often paid for less hours than actually worked
- Physical danger / challenges of job

Improving Access



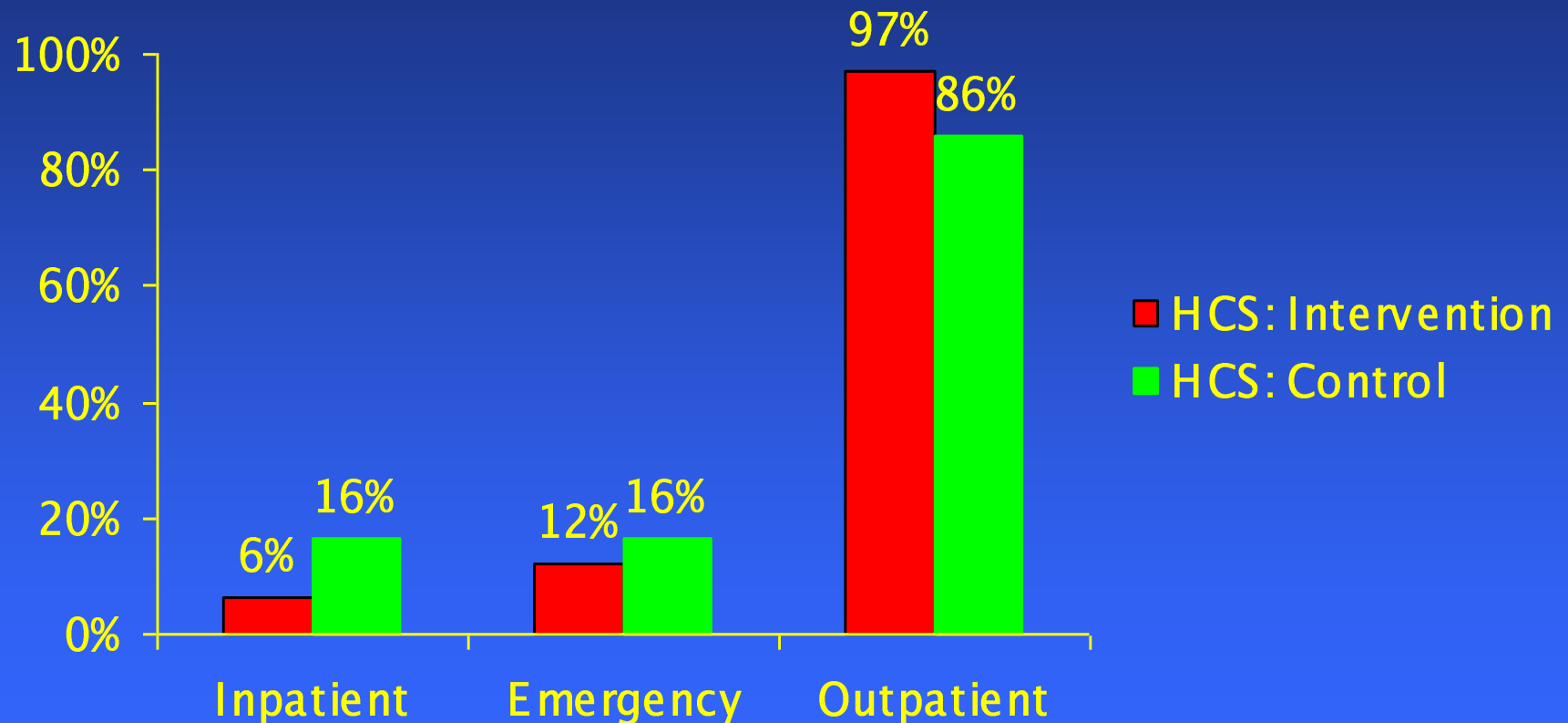
After one year in *Working Well*:

- Intervention group reported significantly more:
 - Routine medical checkups, dental and optician visits
 - Mental health visits (psychiatrist, psychologist, etc.)

Improving Access



Healthcare Use After One Year in Study



More Effective Care



- Intervention group had significantly better adherence to –
 - medication therapy for chronic conditions (hypertension, depression, heart disease, GERD, diabetes) overall
 - Angiotensin-converting enzymes (ACEs)

Comparing Occupations



Number of Positive Trends

Occupation	Intervention	Control
All Occupations	8	3
Sales/ Service	7	1
Health Support*	5	0
Industry/Trades	3	1
Professional	2	1
Office Support	3	0

* HS workers also reported marginally higher income than control



Improving Lives



Janie is a home health aide. She has diabetes, epilepsy, Hepatitis C, hypertension, chronic depression, anxiety disorder and suffers from debilitating headaches. Janie's case manager obtained *Working Well* vision, dental and medical services for her. The case manager also provided employment counseling and medical education. Janie has been able to start and maintain a diabetic diet. Her symptoms have greatly improved and she is now earning significantly more for her work.